2001 Editorial Index

January 2002

Covering January-December 2001 Issues

HRfocus

Benefits

Month:Page

401(k) plans lost overall value in 2000 ... 9:12
Are you ready to offer sex change benefits? ... 9:12
Benefits costs: Over one-third of payrolls in 1999 ... 6:12
The best of work/life online ... 9:7
Beware of the legal dangers of stock option offers ... 4:2
Broad stock options grow more popular ... 8:12
Changing benefits are a sign of the times ... 6:11
Defined-contribution approaches gain favor ... 4:12
Defined-contribution plans could become cost-saving options ... 6:12
Does your plan cover female contraception? ... 12:12
DOL inks final rule on benefit claims ... 1:12
Employees make "safer" retirement investments ... 10:12
Employer must provide equivalent coverage for contraceptives ... 8:2
Employers lagging in online benefits access ... 2:12
E-signature rules for direct deposit ... 12:12
Expect health-care premiums to rise, and employees to pay more ... 11:12
Few employers have a plan to manage baby boomers nearing retirement ... 4:8
Health-care coverage continues to increase, despite higher costs ... 8:12
Healthier employees save you money ... 8:3
How to control this year's prescription drug cost increases ... 5:6
How to get the most from your 401(k) plan ... 8:12
Insurers confirm: Health costs to soar ... 2:12
IRS updates dollar limits for 2001 ... 3:12
It's not too soon to plan flu shots ... 10:12
Look for more growth and varied service offerings from your EAP ... 3:8
The lowdown on the new ERISA claims regulations ... 11:10
A mid-year benefits checklist: Have you taken these 10 steps? ... 7:11
More than 80% of workers are in 401(k)s ... 1:12
New tax law offers breaks on some benefits, changes pensions ... 8:8
No rush by employers to switch to EFAST ... 8:12
Number-one employer problem: Controlling health costs ... 10:12
On the rise: Benefits for domestic partners ... 5:12
Outside directors get more stock/less money ... 5:12
Parity required for contraceptives costs ... 2:12
Pension plans hurt by capital markets dip ... 5:12
Resource for ERISA claims procedure ... 7:12
Spot bonus use rises ... 2:12
Stock options: Still alive and well ... 6:12
Suggestions to add to your benefits ... 9:12
Tax law raises contribution limits to defined-contribution plans ... 7:8
Ten steps to the best benefits audit ... 3:12
Thinking about starting an ESOP? ... 7:12
Time to share the health-cost burden? ... 3:12
Use of retention bonuses increases ... 7:12
What are the best benefits to provide part-timers? ... 4:7
What are your benefits priorities for 2001? ... 1:11
Will younger workers choose e-health plans? ... 5:12
Workers are satisfied with their health care ... 12:12
Year-end holidays were stable in 2000 ... 1:12

Case Studies

Entering a new country: Lessons from a master ... 6:5
How Microsoft built a cost-effective HR portal ... 8:4
Improved "people" ROI: How to make it a reality ... 7:3
A "principled" approach to retention and service ... 10:6

Compensation

Base salaries to stabilize in 2002 ... 10:12
Court strikes down living-wage ordinance in St. Louis ... 9:2
How reliable are online salary data? ... 10:5
Incentive pay plans: Which ones work. . .and why ... 4:3
Lower raises ahead, reports WorldatWork ... 8:12
Spot bonus use rises ... 2:12
Starting salaries continue to soar for IT employees ... 4:12
Wages or fees? How to tell the difference ... 5:10
What qualities make an incentive pay plan succeed? ... 12:13
What works best to control pay costs? ... 1:12
Will pay for performance still work in a slowing economy? ... 7:10
Women gain in pay, but 24% gap remains ... 12:12

Disability

ADA doesn't require penalizing others ... 3:2
Bush proposes disabilities employment funding initiative ... 4:9
California disability discrimination law goes beyond ADA ... 4:2
Computer aids for the disabled ... 2:9
EEOC ADA suit ends company's genetic testing ... 5:2
Employers may have ADA duty to temps ... 2:2
Free referral service can help place disabled workers ... 5:9
How to cope with the new ergonomics standard ... 1:1
OSHA clarifies "grandfather" clause in ergonomics rule ... 3:8
Panic attacks don't qualify for ADA relief ... 9:2
President Bush signs resolution eliminating ergonomics standard ... 6:9
Resource for reasonable workplace accommodations ... 11:2
Revised workplace injury/illness reporting rules ... 3:8
Senate kills ergonomics rule ... 4:9
Two Circuits: ADA applies to disability based harassment ... 7:2

Month:Page

Upcoming study finds major differences in EEOC offices handling ADA charges ... 9:8

Diversity/Discrimination

Are you ready to offer sex change benefits? ... 9:12
Bans on insurance discrimination set ... 3:2
Discipline for rules on gender preference could be deemed religious bias ... 10:2
Does your plan cover female contraception? ... 12:12
Employer must provide equivalent coverage for contraceptives ... 8:2
Final EEOC regs on age bias waivers ... 2:2
The growing importance of tolerance in the workplace ... 11:3
High reversals found on discrimination verdicts ... 9:2
How to improve race relations and also increase productivity ... 1:8
On the rise: Benefits for domestic partners ... 5:12
Parity required for contraceptives costs ... 2:12
Rejecting a worker's leave preferences is not religious discrimination ... 8:2
Survey says diversity improves bottom lines and competition ... 7:8
Twelfth state bars bias for sexual orientation ... 7:2

Ethics

Corporate values: The importance of business ethics ... 7:1
Four surveys and revised ethics code are released by SHRM ... 8:9
New medical privacy rule goes into effect ... 6:2
Privacy: HR's new minefield ... 4:1

Financial Management

Benefits costs: Over one-third of payrolls in 1999 ... 6:12
Companies struggle to cut job costs as slowdown continues ... 7:8
Cost savings: A jump-start approach to productivity ... 11:8
Defined-contribution plans could become cost-saving options ... 6:12
Expect health-care premiums to rise, and employees to pay more ... 11:12
Health-care coverage continues to increase, despite higher costs ... 8:12
Healthier employees save you money ... 8:3
Help with financial planning. . .and more ... 11:12
How to control this year's prescription drug cost increases ... 5:6
Insurers confirm: Health costs to soar ... 2:12
Layoffs: Focus resources now on retained employees ... 10:1
More technology means less of a need for business travel ... 1:9
New SHRM/BNA survey reveals flat per-employee HR spending ... 12:9
Number-one employer problem: Controlling health costs ... 10:12
Special report: Strategic planning ... 1:S1
Survey says diversity improves bottom lines and competition ... 7:8
Surviving the slowdown ... 3:1
Ten steps to the best benefits audit ... 3:12
The new rules of termination ... 5:1
Time to share the health-cost burden? ... 3:12
Upgrade HR and accounting systems together—and save ... 2:5
What are your benefits priorities for 2001? ... 1:11
What to do about false workers' comp. claims in a downsizing market ... 10:10

Month:Page

Government Agencies/Regulation

ADA, FMLA, and absentee policies: Proceed with caution ... 6:2
DOL inks final rule on benefit claims ... 1:12
Fast-track visa processing begins—however, fewer employers need H-1Bs ... 8:8
IRS updates dollar limits for 2001 ... 3:12
The lowdown on the new ERISA claims regulations ... 11:10
New medical privacy rule goes into effect ... 6:2
New tax law offers breaks on some benefits, changes pensions ... 8:8
PBGC's top pension guarantee limit leaps ... 2:2
President names new EEOC head ... 7:9
Suggestions for how to prepare for a workplace OSHA inspection ... 10:9
What's wrong with the FMLA? Two views, from SHRM and the DOL ... 3:3

see *Disability, Diversity/Discrimination, and Legal Issues/Cases*

Handbooks/Resources

2001 Cumulative Supplement to Employee Duty of Loyalty: A State-by-State Survey ... 8:2
Employment Law Week ... 1:2
ERISA claims checklist ... 7:12
IOMA's Complete Guide to Cost Control Best Practices ... 12:9
Job Accommodation Network ... 11:2
ManagementLibrary.com ... 2:9
The Managing Training & Development 2001 Yearbook ... 5:9
Personnel Policies for the Modern Workplace ... 11:7
Preventing Sexual Harassment: A Fact Sheet for Employees, 2001 Edition ... 10:1

Hiring/Retention

Background screening gaining in popularity among employers ... 12:8
College students' job-hunting tactics change with the economy ... 7:9
Do layoffs signal recession—or just temporary "reshaping"? ... 4:8
Even non-recruiting companies must maintain hiring networks ... 11:8
How to build an employee brand ... 9:3
How to create an employee referral program that really works ... 1:3
Layoffs still high; hiring will remain slow through year-end ... 10:8
Legal pitfalls to avoid ... 11:1
Mergers and changes heat up the online recruiting market ... 10:9
Orientation objectives to get employees off to a good start ... 1:9
A "principled" approach to retention and service ... 10:6
Record layoffs, UI claims in April; recession fears grow ... 6:8
Recruiting evolution: Prepare for new kinds of job-hunting ... 1:8
Retention drives work/life initiatives ... 7:12
Simple rewards are powerful motivators ... 8:10
Six ways to win the talent wars ... 6:1
Special report: Hiring ... 4:S1
Survey says that trust is the basis for employee retention ... 2:8
Ten ways to help your company find the very best employees ... 1:9
Try these suggestions to cope with continued labor shortages ... 12:8
Two new studies highlight the promise of e-recruiting ... 9:9
Use of retention bonuses increases ... 7:12
Will slower growth mean a softening job market? ... 2:8

Month:Page

HRIS

See Management/Leadership, Technology

Insurance

Bans on insurance discrimination set 3:2
Insurers confirm: Health costs to soar 2:12
Severe work injuries and illnesses end long decline 5:9
What to do about false workers' comp. claims in a downsizing market 10:10

International HR

Entering a new country: Lessons from a master 6:5
Expect continued delays for visas for foreign nationals 12:8
Extra H-1B form required 5:8
Fast-track visa processing begins—however, fewer employers need H-1Bs 8:8
Special report: International HR 7:S1

Legal Issues/Cases

ADA doesn't require penalizing others 3:2
Affirmative defense is denied for a sex harassment suit 6:2
Beware of the legal dangers of stock option offers 4:2
Chronic depression is found to be not "limiting enough" 8:2
Circuit courts offer ADEA clarification 11:2
Companies need to take extra care with employees who sue 4:2
Contract "safety tips" for independent contractors 8:2
Court strikes down living-wage ordinance in St. Louis 9:2
Does your plan cover female contraception? 12:12
EEOC ADA suit ends company's genetic testing 5:2
Employer must provide equivalent coverage for contraceptives 8:2
Employers may have ADA duty to temps 2:2
E-policy guidance where few laws exist 7:2
Failing to use paid sick days doesn't bar FMLA leave 3:2
Harassment prevention fact sheet is available 10:2
Hiring can't exclude unionized applicants 11:2
How employers address sexual harassment 12:3
How to avoid defamation suits by accused workers 6:2
How to handle harassment complaints 7:5
Ideas for minimizing the impact of lawsuits 10:2
Insider tips from a plaintiff's lawyer 6:3
Is arbitration the wave of the future? 12:2
Legal pitfalls to avoid 11:1
Lower rating and bonus: Reverse discrimination? 11:2
More noncompetes for today's job-switchers 1:2
Privacy: HR's new minefield 4:1
Safety: Strategies and resources for reducing risk and easing fear 12:5
Seventh circuit: Eating is, indeed, a major life activity 6:2
Simple but sure ways to minimize liability 1:2
Supreme Court clarifies arbitration agreements 5:2
Take preventive steps in electronic information management 9:2
Third Circuit: Hostile religious environment is a valid Title VII claim 12:2
Time Warner settles on misclassification 2:2
Updated resource on employee duty of loyalty 8:2
Weekly employment law updates now available 1:2
Where the action is: The states are focusing on employment and labor law 5:3

see Disability, Diversity/Discrimination, and Government Agencies/Regulations

Management/Leadership

Attention-getting tactics for the information-overloaded 3:9
Branding is good for more than sales: Employees like it, too 4:9
Do your employees think you protect them from violence? 10:8
Four surveys and revised ethics code are released by SHRM 8:9
How (and why) to instill passion in your company 6:7
How can HR best manage in the new e-business world? 9:8
How to become a strategic partner 8:1
HR faces the challenges of 2002 ..... 12:1
HR needs to talk the talk of line managers to succeed 6:8
HRIS: How to decide who should get what data 5:7
The latest trends in HR: Long careers, specialties, and more 11:8
Outside directors get more stock/less money 5:12
The payoffs of self-service HR are significant 1:7
Prepare today for your company's tomorrow 2:3
Privacy: HR's new minefield 4:1
Records maintenance: What to retain, what to discard 3:7
Safety: Strategies and resources for reducing risk and easing fear 12:5
Secrets to effective corporate headquarters-led initiatives 9:9
Small gain in number of women in corporate officer positions 5:9
Special report: Strategic planning 1:S1
Using a payroll vendor? Check the latest outsource rankings 6:9
Workplace violence: Strategies that protect and prevent 2:1

Performance Management

How to help supervisors to "walk the talk" 9:10
Improved "people" ROI: How to make it a reality 7:3
Incentive pay plans: Which ones work. . .and why 4:3
Look for more 360-degree feedback 4:8
Mentoring and coaching help employees grow 9:1
Performance-management programs need to focus more on performance 2:9
Special report: Performance management 10:S1

Personnel Management

Branding is good for more than sales: Employees like it, too 4:9
Contract "safety tips" for independent contractors 8:2
Cost savings: A jump-start approach to productivity 11:8
Data privacy rules that affect payroll 11:12
Emotional intelligence testing 10:8
Employee surveillance is still soaring, reports AMA survey 6:8
Few employers have a plan to manage baby boomers nearing retirement 4:8
How to create an employee referral program that really works 1:3

Month:Page

Internet use surveillance rising ... 2:8
Latest data on how smoking affects workplace productivity ... 12:9
Layoffs: Focus resources now on retained employees ... 10:1
Look for more growth and varied service offerings from your EAP ... 3:8
More employers are down on dressing-down policies ... 5:9
More women plan to continue working after retirement age ... 2:9
The negative effects of overwork and related stress ... 11:9
New personnel policy handbook ... 11:7
The new rules of termination ... 5:1
A new tool to help employees control their children's drug use ... 11:9
Orientation objectives to get employees off to a good start ... 1:9
Payroll reductions slow and unemployment rate stays at 4.5% ... 9:8
Prepare today for your company's tomorrow ... 2:3
Relocation loses favor in wake of attacks, economy ... 12:8
Six ways to win the talent wars ... 6:1
Software for monitoring how your employees are using the Internet ... 10:8
Strategies for developing an effective employee absenteeism policy ... 9:5
Surviving the slowdown ... 3:1
Think *you* work long hours? ... 11:9
The top 10 measures of human capital management ... 5:8
What are the best benefits to provide part-timers? ... 4:7
What areas will be hot for careers in the future? ... 6:9
What makes telecommuting work? ... 1:8
Workplace violence: Strategies that protect and prevent ... 2:1

Special Reports

Hiring ... 4:S1
International HR ... 7:S1
Performance management ... 10:S1
Strategic planning ... 1:S1

Technology

The best HR software now ... 3:11
The best of work/life online ... 9:7
Computer aids for the disabled ... 2:9
Employers lagging in online benefits access ... 2:12
E-policy guidance where few laws exist ... 7:2

Month:Page

How Microsoft built a cost-effective HR portal ... 8:4
How reliable are online salary data? ... 10:5
How to decide if and when online training is right for you ... 2:7
HRIS: How to decide who should get what data ... 5:7
Internet use surveillance rising ... 2:8
More companies use Web for HR/benefits ... 5:12
More technology means less of a need for business travel ... 1:S
A new generation ASP emerges ... 4:11
New SPEX analysis rates balanced scorecard software ... 12:7
The payoffs of self-service HR are significant ... 1:7
Self-service tips from the pros ... 10:3
Shopping suggestions: HR software ... 7:6
Software for monitoring how your employees are using the Internet ... 10:8
Take preventive steps in electronic information management ... 9:2
Ten technology trends that may affect your company in 2001 ... 3:9
Tips for ensuring effective e-learning ... 8:6
Upgrade HR and accounting systems together—and save ... 2:5
What are your peers doing to boost HRIS performance? ... 1:5
What is the future of HR ASPs? ... 10:9

Training

How to decide if and when online training is right for you ... 2:7
Measuring training's impact on recruitment and retention ... 12:9
New training/development yearbook is now available ... 5:9
Outsourced training on the rise ... 2:9
Overcoming learning reluctance ... 11:6
Tips for ensuring effective e-learning ... 8:6
Training: How to measure "softer" results ... 4:5
Training is up, especially in technical areas: ASTD ... 5:8

Unions

Collective bargaining: What to expect throughout 2001 ... 2:8
Hiring can't exclude unionized applicants ... 11:2

Work/Life

The best of work/life online ... 9:7

2001 Back Issue Order Coupon

Missing one or more back issues of *HRfocus* for 2001? Copies are now available from IOMA. Just photocopy this coupon, fill it out, and return it by fax (number below) or to the address below.

☐ Please send me the following back issues of *HRfocus* @ $25 each: _____'01 _____'01 _____'01 _____'01
☐ Enclosed is my check for $_____ made payable to IOMA, Inc.
☐ Please charge my: ☐VISA ☐MasterCard ☐AMEX Card no._____Exp._____

Signature_____

Copy and send to:
Customer Service
HRfocus
29 West 35th Street, 5th Floor
New York, NY 10001-2299
Fax: 212-564-0465 / Phone: 212-244-0360

Name
Address
City/State/Zip
Phone E-mail